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BOARD OF EDUCATION OF THE
BOROUGH OF HAMBURG

WITH

HAMBURG EDUCATION ASSOCIATION

AGREEMENT

1969-70

HONIG AND KOVACH
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07416

THIS AGREEMENT, entered into this 15th day of January, 1969, by and between the BOARD OF EDUCATION OF THE BOROUGH OF HAMBURG, hereinafter called the "Board", and HAMBURG EDUCATION ASSOCIATION, hereinafter called the "Association."

WITNESSETH, That WHEREAS, a majority of the classroom teachers, special education teachers, resource teachers, reading teachers, speech teachers, librarians and school nurses of the Hamburg Public School have designated the Association as their representative for the purposes of collective negotiations by a majority of the said teachers and employees and have designated the same as their appropriate unit for such purposes pursuant to N.J.S. 34:13 A-5.3, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, pursuant to Chapter 303 Public Laws of 1968;

IT IS HEREBY MUTUALLY AGREED AS FOLLOWS:

1. The Board hereby recognizes the Association as the exclusive and sole representative of the classroom teachers, special education teachers, resource teachers, reading teachers, speech teachers, librarians and school nurse of the Hamburg Public School for collective negotiations concerning the terms and conditions of employment of said teachers and employees.

2. The following procedure has been established to enable teachers and employees to follow an orderly sequence in seeking equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of said teachers and employees:

A. A teacher or other employee with a grievance or proposal must first discuss his/her problem with the administrative principal.

B. If dissatisfied, the administrative principal must give the teacher or employee permission to present his/her grievance or proposal to the Board of Education.

C. Grievances or proposals presented to the Board of Education must be in writing over the signature of the administrative principal.

D. The Hamburg Education Association may elect a Grievance Committee. The Committee will be recognized by the administrative principal. The procedure of the grievance committee must follow the procedure as outlined in one and two above.

E. In the event said Grievance Procedure does not result in a satisfactory solution of the problem, the parties hereby agree to resort to mediation as provided and required in Chapter 303 of the Law of 1968.

3. The salary of all teachers and employees comprising the unit covered by this agreement are set forth in the salary guide as follows:

TEACHERS SALARY GUIDE

<u>Yrs. Exp.</u>	<u>Step</u>	<u>Non Degree</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M.S. Plus 30 Grad. Cr.</u>
0	1	\$ 6100	\$ 6,900	\$ 7,500	\$ 8,100
1	2	6400	7,200	7,800	8,400
2	3	6700	7,500	8,100	8,700
3	4	7000	7,800	8,400	9,000
4	5	7300	8,100	8,700	9,300
5	6	7600	8,400	9,000	9,600
6	7	7900	8,700	9,300	9,900
7	8	8200	9,000	9,600	10,200
8	9	8500	9,300	9,900	10,500
9	10	8800	9,600	10,200	10,800
10	11	9100	9,900	10,500	11,100
11	12	9400	10,200	10,800	11,400